



# Labor Market Information (LMI)

When Words Aren't Enough  
To Tell the Full Story



# Agenda

Welcome and introductions

What is LMI?

- Definitions
- Key sources and applications

LMI examples

Discussion: Working the LMI

Interactive activity

Report out and Q&A

# What is LMI?

- ✓ Statistical information that covers principal elements of the labor market.
- ✓ Includes, but is not limited to:
  - Previous, existing and expected industries and occupations job growth.
  - Job openings.
  - Age, gender, racial composition trends in workforce.
  - Industry/occupations earnings and/or wages trends.
  - Education and skills requirements.

# What is LMI?

- Location quotients. (The concentration of an industry, cluster, occupation or demographic group in a region compared to the nation.)
- Per capita income compared to the nation.
- Household income, education, parent status, employment, car ownership, etc. by census tract.
- Volume of occupation-specific job ads posted online by employers.
- Unemployment and labor force data.

# Why is LMI Important?

- ✓ Changes the conversation from perception or anecdote to concrete (or in some cases nearly concrete) evidence.
- ✓ Develops “go-to” relationships with key stakeholders, including employers, individuals, economic development officials, community collaborations, etc.
- ✓ Helps employers in hiring and strategic planning decisions.
- ✓ Helps individuals in the intentional charting of career paths.
- ✓ Helps everyone understand the forces that are driving a region’s economy and workforce.

# Why is LMI Important?

- ✓ In the case of sector strategies and/or sector partnerships:
  - Helps identify workforce/education supply and demand within a particular sector.
  - Helps in developing training and education programs and/or career pathways.
  - Helps in talent retention initiatives.
  - Helps in creating general awareness of sector strategy priorities and charting outcomes.
  - Is essential to fundraising to support sector strategy work.

# 90+ sources



# LMI Sources

- ✓ Quarterly Census of Employment and Wages (QCEW)
  - This data set provides a count of payroll-based employment and wages based on quarterly unemployment insurance payment (by employer) filings to the states.
  - Pros: Covers roughly 95% of employees.
  - Cons: Time lags and suppressions.

# LMI Sources

- ✓ Occupational Employment Statistics (OES)
  - This survey data set provides the number of people employed in more than 800 occupation titles (and their wages) defined by the federal statistical system.
  - Pros: Best survey data source for occupational data.
  - Cons: Sometimes federally defined occupations are not as detailed as some may prefer and there are some suppressions.

# LMI Sources

- ✓ Labor Force Unemployment Statistics (LAUS)
  - This data set provides monthly estimates by place of residence of total employment and unemployment. Available in seasonally adjusted or not seasonally adjusted forms.
  - Pros: Updated monthly. Other detailed data (such as veterans data) is available at a national level.
  - Cons: Detailed data not available at local level.



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Your premiere source for labor market information for Indiana.

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**IN Reality**  
A **WorkOne** Career Tool

**← CAREER**



### BUSINESS LOOKUP

Find businesses by searching geography, employment size and/or industry. Use for career exploration and job search assistance.



### INDIANA'S HOTTEST JOBS

For those just entering the job market and those looking for a career change. View the list, video profiles and more at [HoosierHot50.com](http://HoosierHot50.com)

## WORKFORCE ECONOMY DASHBOARD

**3,106,500**

*Total Non-Farm Jobs (SA)*



Indiana saw a monthly decrease of -11,300 jobs

[See more »](#)

**2,676,200**

*Private Sector Jobs (SA)*



Indiana saw a monthly decrease of -9,300 jobs

[See more »](#)

**527,100**

*Manufacturing Jobs (SA)*



Indiana saw a monthly decrease of -3,200 jobs

[See more »](#)

# LMI Sources

- ✓ American Community Survey
  - This survey data set provides a count of jobs, educational attainment, veterans, whether people own or rent their home, and many more topics. Available as one- and five-year estimates.
  - Pros: Offers local level data. Many topics can be cross-referenced.
  - Cons: Time lags and five-year estimates must be used to obtain certain detailed data.

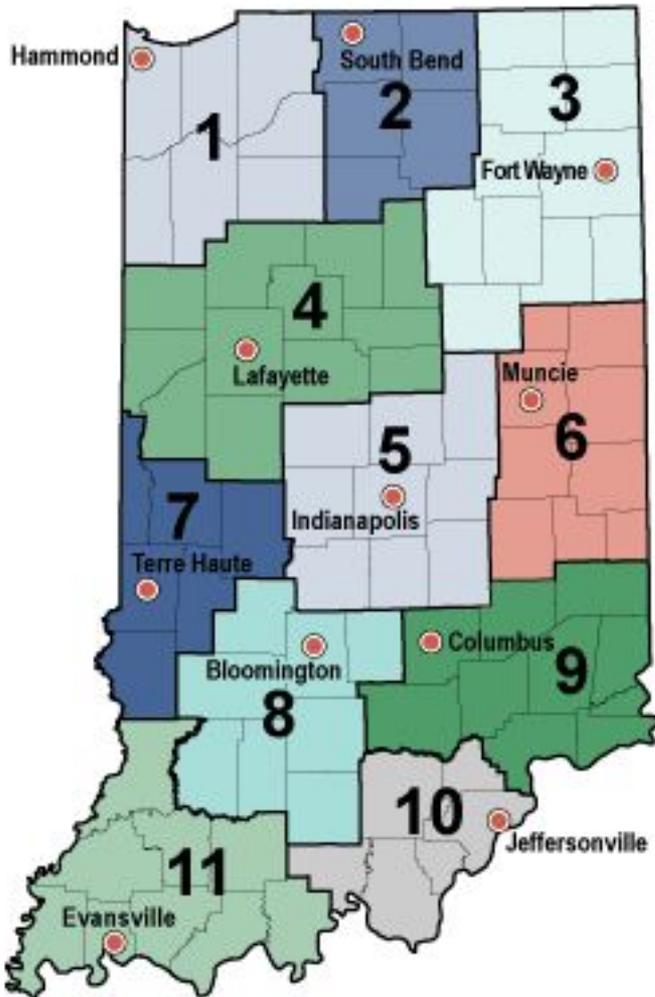
# LMI Sources

- ✓ Burning Glass or Help Wanted OnLine
  - Both of these private companies provide data on online job ads. They scrape from online job boards and many corporate sites that post their own job ads, then go through a process called deduplication.
  - Pros: Provides immediate insight into employers and what they are looking for (occupations, skills, certifications, etc.)
  - Cons: Not equally representative of the labor market

# LMI Sources

- ✓ Emsi or Chmura
  - Both of these private companies provides data that uses many government sources
  - Pros: Removes many suppressions by looking at all government sources to fill in gaps. Close to real-time data.
  - Cons: Does not always match up with some government data sources. Some topical data points of the government sources can't be added to the data set.

# Get to know your regional analyst



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# LMI Examples



INDIANA  
**WORKFORCE**  
 DEVELOPMENT  
 AND ITS **WorkOne** CENTERS

**Industry Sector**

Economic Growth Region 3 – Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley Counties

Industry	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 % Change	Age 19-21	Age 19-21 % of Industry	Age 55+	Age 55+ % of Industry	Projected Growth + Current At or Near Retirement Age	Current Average Earnings
Manufacturing	82,108	86,158	4,050	5%	2,446	3%	18,004	22%	22,054	\$62,360
Health Care and Social Assistance	49,649	60,402	10,753	22%	1,701	3%	11,021	22%	21,774	\$51,240
Retail Trade	36,717	39,373	2,656	7%	3,742	10%	7,826	21%	10,482	\$30,208
Government	36,480	38,047	1,567	4%	1,118	3%	10,884	30%	12,451	\$52,261
Accommodation and Food Services	28,742	30,355	1,613	6%	4,520	16%	2,840	10%	4,453	\$15,622
Administrative and Support and Waste Management and Remediation Services	17,760	20,791	3,031	17%	1,592	9%	2,804	16%	5,835	\$29,759
Wholesale Trade	15,151	16,215	1,064	7%	487	3%	3,762	25%	4,826	\$57,846
Construction	13,963	16,397	2,434	17%	508	4%	2,683	19%	5,117	\$56,983
Transportation and Warehousing	12,619	13,960	1,341	11%	445	4%	3,076	24%	4,417	\$53,196
Finance and Insurance	11,240	11,343	103	1%	194	2%	2,682	24%	2,785	\$71,502
Other Services (except Public Administration)	9,571	10,310	739	8%	613	6%	2,176	23%	2,915	\$29,046
Professional, Scientific, and Technical Services	8,312	9,155	843	10%	206	2%	1,916	23%	2,759	\$59,689
Educational Services	7,851	8,873	1,022	13%	792	10%	2,129	27%	3,151	\$39,817
Information	3,925	3,708	(217)	(6%)	113	3%	811	21%	594	\$64,906
Arts, Entertainment, and Recreation	3,642	4,108	466	13%	441	12%	647	18%	1,113	\$18,820
Real Estate and Rental and Leasing	3,487	3,857	370	11%	169	5%	869	25%	1,239	\$41,263
Management of Companies and Enterprises	2,923	3,353	430	15%	102	3%	604	21%	1,034	\$96,368
Crop and Animal Production	2,044	2,208	164	8%	121	6%	485	24%	649	\$36,526
Utilities	921	937	16	2%	<10	N/A	259	28%	275	\$111,272
Mining, Quarrying, and Oil and Gas Extraction	297	268	(29)	(10%)	<10	N/A	88	29%	59	\$74,704
<b>All Industries</b>	<b>347,405</b>	<b>379,818</b>	<b>32,413</b>	<b>9%</b>	<b>19,316</b>	<b>6%</b>	<b>75,566</b>	<b>22%</b>	<b>107,979</b>	<b>\$48,472</b>

Source: Economic Modeling Specialists International



Manufacturing Industry

Construction Industry

**\$62,360** **\$56,983**

Ranks #6 in Average Total Yearly Earnings\*

Ranks #9 in Average Total Yearly Earnings\*



## READY TO MAKE IT RAIN?

Manufacturing and skilled trades jobs are available in our region right now and demand is expected to grow in the next decade. When you graduate from high school, good-paying jobs are waiting for people with the right skills and technical certifications. You can even start training now for tomorrow's high-tech workplaces and plan a lifelong career in building communities and making things used all over the globe. Visit [MadeByMe.me](http://MadeByMe.me) for more information.



\*Earnings data from 2nd Quarter 2016



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FOR IMMEDIATE RELEASE

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## More Women Entering Northeast Indiana Manufacturing Sector

The number of women employed in northeast Indiana's manufacturing industry – the region's largest employer – has been growing steadily, according to Northeast Indiana Works' November Labor Market Report.

A comparison of U.S. Census Bureau fourth-quarter 2010 data and fourth-quarter 2015 data shows the number of women employed in manufacturing grew from 20,850 to 24,071, or 15.4 percent. That is the second largest percentage gain among the top five women-employing industries in northeast Indiana, all of which registered percentage increases.

However, those five industry sectors, including manufacturing, show little or no gains in the percentages of women employed compared to men.



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## THE QUICK FACTS

### Did You Know...

Manufacturing jobs in northeast Indiana pay an average of \$51,635 annually – roughly \$12,000 more a year than the region's overall average.

## THE QUICK FACTS

### Did You Know...

Including benefits, the average annual earnings in the construction trades is \$59,143 in northeast Indiana.

## THE QUICK FACTS

### Did You Know...

Manufacturing is the largest employment sector in northeast Indiana with more than 80,000 jobs.

# Noble County Millennials on Manufacturing

*<https://www.youtube.com/watch?v=kZGFqx31cSc>*

# Working the LMI: A Conversation

# Interactive: Strategy Planning

# Questions?

# Contact Information

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